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SOURCE Rude Pravo.DECREE FOR INCREASED COAL PRODUCTION IN THE
CZECH OSTRAVA-KARVINA COAL FIELD

On 15 and 16 October 1951, the chairmanship, (predsednictvo) Central Committee of the KSC (Communist Party of Czechoslovakia) and the government of the Czechoslovak Republic adopted the following resolutions to improve the organization of production, the mechanization of mine operations, the living conditions of workers of the Ostrava-Karvina region, and Communist Party and mass political work.

The chairmanship observed that the most important coal region, the Ostrava-Karvina, has been operating in a highly unsatisfactory manner. The production plan has been systematically underfulfilled in recent times.

The chairmanship believed that the main causes are serious deficiencies and mistakes in the operation of economic and party organs, from enterprise organizations up to the Central Committee.

The shortage and high turnover of manpower appear to be the immediate cause of the nonfulfillment of the plan. Despite increased assignments, the number of permanent workers in the mines of the Ostrava-Karvina region has dropped some 5,000 since 1947. From August 1950 to August 1951, the number of permanent workers in the mines of the region dropped by about 1,500 and the number of civilian brigadiers, by approximately 1,500.

During 1950, 9,903 permanent workers left and 8,247 were hired. During the same period, over 30,000 brigade workers, hired on the average for 4 months to make up for the shortage of permanent workers, came and went. The continual coming and going of such a large part of the labor force is one of the greatest obstacles to the fulfillment of the plan. To meet the increasing assignments of the Five-Year Plan for coal production, the turnover of permanent workers must be reduced to a minimum, and their number must be systematically increased according to plan so that coal output in the Ostrava-Karvina mines may depend exclusively on permanent workers within 3 years at the latest.

The effects of the manpower shortage and labor turnover are aggravated by steadily rising absenteeism. These deficiencies, in the last analysis, are caused by improper evaluation of work, as evidenced not only in remuneration but

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also in the treatment of miners in general, especially as regards housing. An improper attitude prevails, particularly toward the most productive colliers, as well as toward engineering and technical personnel.

However, the fundamental cause of failure of the plan is the failure of economic and party organs to devote sufficient attention to technical advances and to the organization of work in the mines, as evidenced by the low proportion of workings operating under the cyclical system (only 38.6 percent of the stopes and 11 percent of coal faces). Failure to adopt the working methods of Misk, Matuska, and other innovators has led to a 14-percent drop in work with new methods during the past 3 months. Through neglect of preparatory work and failure to open new workings, coal sources have not kept pace with increasing quotas.

Coal augers are in use in only 60 percent of the stopes. Mechanical means are used in only 10 percent of the workings for opening new sources and for preparatory work. Not more than 64 percent of the plan for mechanizing production is being fulfilled.

Instead of electrification of the mines, which facilitates rapid technical development of production, compressed air is being used, though it is five times as expensive. The existing machinery is not properly cared for; repairs of important machines are not properly planned. There is no effort to reduce operational breakdowns through preventive maintenance. The underground transportation system, lacking a dispatch system, is also obsolete and uneconomical.

Mine safety is far below the desired level. Although it is very closely bound up with production techniques, the persons responsible for production are not the ones responsible for mine safety.

The neglect of technical progress and labor organization is reflected in the failure of both the economic and the party management to establish production norms which would reflect actual labor productivity. The present norms have long been exceeded; they are exceeded today by 38 percent. Thus, any means of telling a good from a poor miner, and consequently any means of rewarding the most progressive miners, has been lost. The norms have thus become a brake on the development of labor productivity instead of accelerating it.

During a transfer from manual to predominantly mechanical mining, organization of work and proper production management play deciding roles. Despite this, a complicated system of bureaucratic management and favoritism (unnecessary subsections, awkward centralization, harmful functional management of production) have reigned from top to bottom in the economic organs which govern coal production, instead of management depending on the participation and initiative of workers. This has led to irresponsibility of key employees, to serious disorders in the mines, to a falling off of activity and initiative of workers, and to the formation of fertile soil for the harmful activity of the class enemy.

The following resolutions were approved on 16 October 1951:

A. Work According to the Cyclical-Activity Graph

The Minister of Fuels and Power (Pokorny) shall:

1. Reorganize mining production so that work will be performed according to the cyclical-activity graph, that is, so that coal production along the entire length of the face and auxiliary, repair, and preparatory operations at the face would be completed during two or three shifts (one cycle per day) or during one shift (one cycle per shift).

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2. Increase the number of faces in the Ostrava-Karvina region where work is being performed according to the cyclical-activity graph to 210 by 1 January 1952, including 205 faces according to the graph of one cycle per day, and five faces according to the graph of two cycles per day. By 1 April 1952, the number of faces operating according to the cyclical-activity graph shall be raised by an additional 60 including 55 faces according to the graph of one cycle per day, and five faces according to the graph of two cycles per day. Work according to the cyclical-activity graph shall be introduced primarily in faces containing coking coal.

To stir up interest in insuring smooth operation, according to the cyclical-activity graph, bonuses shall be introduced for workers, superintendents, and engineering and technical workers who meet or exceed the monthly cyclical-activity norm.

B. Expansion of Production

To insure a further increase in coal production, the Ministry of Fuels and Power shall:

1. Increase the volume of mining operations under way by:

a. Increasing the length of stoping faces and preparatory faces in operation to 37,100 meters by 1 January 1952, 37,550 meters by 1 April 1952, 38,200 meters by 1 July 1952, 38,750 meters by 1 October 1952, and 39,300 meters by 1 January 1953;

b. Blasting out 337,000 meters of preparatory and exploratory galleries in 1952, including 85,000 meters during the first quarter of 1952, 82,000 meters during the second quarter, 84,000 meters during the third quarter, and 86,000 meters during the fourth quarter.

. Establish the monthly norm of rate of advance of preparatory and exploratory work as 45 meters while blasting in stone, 60 meters while blasting in galleries where it is necessary to ream, and 75 meters while blasting merely in coal.

C. Development of Mechanization and Electrification

The Ministry of Fuels and Power shall:

1. Increase the number of machines operating at coal faces by adding the following:

Item	1 Jan 52	1 Apr 52	1 Jul 52	1 Oct 52	1 Jan 53
Diggers	181	195	205	211	213
Diggers combined					
with loaders	18	35	45	50	55
Coal combines	7	16	32	48	60
Chain conveyers	60	95	117	140	155

2. Increase mechanization of loading at faces with horizontal and inclined beds where it is necessary to load onto conveyers (including loading onto conveyers through gravity, after blasting, to 10 percent by 1 January 1952, 19 by 1 April 1952, 23 by 1 July 1952, 27 by October 1952, and 30 by 1 January 1953.

3. Increase the number of galleries where loading of coal and stone will be mechanized in preparatory and exploratory workings to 200 galleries by 1 January 1952, 260 by 1 April 1952, 320 by 1 July 1952, 360 by 1 October 1952, and 400 by 1 January 1953.

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4. Establish a timetable whereby mining machines will be removed from the pit after a stated time for planned repair to forestall their untimely breakdown. The number of machines in operation must be at least 70 percent, and the number of those under repair or in reserve not over 30 percent of the entire number of machines in the mines.

Since expensive compressed air is being used in all mines in the Ostrava-Karvina coal region without mechanical justification, a course which hinders further mechanization of processes and requires much labor, the Ministry of Fuel and Power shall:

1. Work out and present to the government, by 1 April 1952, a detailed plan for electrification of the Ostrava-Karvina mine region, with technical justifications and a statement of requirements for electrotechnical equipment.

2. Carry out complete electrification of the first five mines of the Ostrava-Karvina region in 1952 by the following deadlines: Stachanov by 30 April, Evzen by 30 June, Stalin by 15 August, Hlubina Ostrava by 15 November, and Pokrok by 31 December. It shall also carry out partial electrification of six other mines at the following intervals: Hedvika by 15 July, Mir by 15 August, Dukla by 15 September, Gottwald by 15 October, Armady by 30 November, and Hlubina Sarvina by 31 December.

Where the coal face is more than 1,000 meters from the shaft, mechanical underground transportation of workers shall be organized. The Ministry of Fuels and Power shall prepare a program for mechanical transportation of workers to all pits of the Ostrava-Karvina region by 15 November 1951 and put it into effect by 1 July 1952.

D. Procurement of Machines and Equipment for Mines

The Minister of Heavy Machine Production, the Minister of Metallurgy and Ore Mines, the Minister of the Chemical Industry, and the Minister of Foreign Trade shall deliver to the Ministry of Fuels and Power the following equipment during 1952:

<u>For the Mines</u>	<u>Amount</u>
Heavy augers	30
Light augers	30
Heavy armored conveyers	70
Light armored conveyers	50
Belt units	185
Shovel loaders	200
Coal loaders	60
Special trucks for transporting personnel	615
Locomotives	180
Electric locomotives	72
Rubber belts (in meters)	40,000
Airtight electric motors	930
Mining transformers	124
High-tension boxes	264
Airtight switches	1,134
Subsidiary transformers and breakers	1,157
Armored cable (in kilometers)	400
Flexible mining cable (in kilometers)	48
Speed couplings	460
Short loading belts	400

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<u>For Building</u>	<u>Amount</u>
Dredgers	5
Bulldozers	3
Scrapers	1
Dumpers	6
Tractors	7
Conveyer belts	39
Mixers	59
Compressors	6
Presto & Wolf Cranes	8
Electric shears	3
Electric bending machines	2
Locomotives	8
Vehicles for field transportation	215
Rails (kilometers)	9
Pumps (concrete)	1
Trucks	65
Buses	2

They shall also deliver in 1952, 102,050,000 Czech crowns' worth of spare parts for mining machinery, 57,600 pieces of structural steel and 50,000 metal props for faces at intervals and of specifications agreed on with the Ministry of Fuels and Power.

The State Planning Bureau (Minister Dolansky) shall:

1. Secure delivery of the following basic equipment and material for the Ministry of Fuel and Power during the fourth quarter of 1951 (in units unless otherwise indicated):

<u>Item</u>	<u>Amount</u>
Latnes	20
Telephone switchboards	10
Mine telephones	160
Rolled material	230
Mine rails	970 tons
Rail couplings and screws	120 tons
Equipment	4,200 tons
Nails	1 ton
Telephone wire	120 kilometers
Nonferrous metals	6,500 kilograms
Pipes	1,016 tons
Cement	2,500 tons
Cutoff boxes, RSEBI - 09	50
Cutoff boxes, RSEBI - 16	50
Cutoff boxes, RSN0-10W	25
Transformers, 315 kva	2
Transformers, 160 kva	10
Transformers, 30 kva	10
Airtight motors, 32 kw	30
Airtight motors, 22 kw	15
Airtight motors, 17 kw	50
Airtight motors, 13 kw	50
Airtight motors, 9 kw	10
Flexible cables, HGBS -25	4 kilometers
Flexible cable, HGBS -50	3 kilometers

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2. See that in working out the plan for 1952, priority is given to the requirements of the coal industry.

The Minister of the Building Industry (Slechtal) shall transfer, within one month, all building organizations which were engaged in equipping mining installations as of 1 October 1951, together with their workers, clerks, engineers, and technical workers, and all building machinery, installations, and transportation media used in this kind of construction, to the jurisdiction of the Ministry of Fuels and Power.

E. Safety

The Minister of Fuels and Power shall:

1. Improve the ventilating service in all mines within one month by authorizing in each mine the appointment of a director of ventilation and shift superintendents. He shall supply them with the necessary number of permanent workers for developing ventilation installations and for taking necessary measures to assure normal ventilation of all mine workings. In mines dangerous because of gas and dust, the director of ventilation must be a mining engineer.
2. Give full responsibility for safety to production supervisors, e. g., sector leaders, chief mechanics, chief engineers, and enterprise directors.
3. Establish, within one month, permanent rescue squads of 20 men per squad for three locations of the Ostrava-Karvina region (Karvina, Orlova, Ostrava) and supply them with the necessary equipment and vehicles.
4. Work out regulations for pit safety and submit them for government approval by 1 April 1952.

F. Engineering, Technical Training, and Scientific Research

The Minister of Fuels and Power shall:

1. Work out, by 15 November 1951, and submit to the government a requirements plan for engineering and technical workers for the coal industry during 1952 - 1955.
2. Recruit, by 1 January 1953, 100 mine technicians with a middle-technical education and a minimum of 3 years' service in the mines, and send them to 2-year advanced engineering courses to be organized at the Mining Institute at Ostrava.

The Minister of Education, Art, and Science (Nejedly) shall:

1. Increase the teaching staff of the mining faculty of the Mining Institute at Ostrava by 1 January 1952. Equip its laboratory with essential technical aids and mining machinery and re-examine the teaching plans on the basis of the experience of Soviet mining institutes. The Ministry of Fuels and Power shall help in this work.
2. Organize 2-year advanced mining-engineering courses at the Mining Institute in Ostrava, with 100 students, within 3 months. Instruction in these courses is to begin 1 February 1952. Graduates of these courses will receive the degree of mining engineer.
3. Organize, within 10 months, permanent 6-month courses at the Mining Institute in Ostrava to increase the qualifications of engineering and technical workers of the Ostrava-Karvina mining region without calling them away from their work.

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The Minister of Manpower (Havelka) shall hire, by the end of 1951, 100 engineer-mechanics and electrical mechanics and send them to the Ostrava-Karvina region as permanent workers.

The Minister of Fuels and Power shall:

1. Establish, within 2 months, a Scientific Coal Research Institute in Ostrava, with the use of the buildings and laboratories of the Central Rescue Service and of the Research Station for Work Safety.
2. Supply the new Scientific Coal Research Institute, within 2 months after its organization, with engineers and technicians who have an aptitude for scientific research work, and equip its laboratories with the necessary installations and machinery.
3. Work out, within 3 months, a plan of further development and expansion of the Scientific Coal Research Institute and assure speedy execution of construction work in 1952.

G. Production Norms

Existing production norms in the mines of the Ostrava-Karvina region shall be re-examined and, as of 29 October 1951, raised, on the average, by 35 percent. Existing production norms are obsolete and too low because they were established on the basis of statistical quotations for 1946-1947. They do not reflect changes in labor organization and mechanization in the mines during the past years, the higher technical qualifications of workers, and their new attitude toward work.

H. Wages and Salaries

Since the working conditions of workers and of engineering and technical employees of the Ostrava-Karvina region are much more difficult than those of workers in other branches of industry, the wages of workers of the Ostrava-Karvina region shall be as follows:

1. As of 29 October 1951: Group I, 12 crowns per hour; Group II, 15; Group III, 18.50; Group IV, 22; Group V, 28; Group VI, 33.50; Group VII, 40; and Group VIII, 50. The wage rate for a machine operator in the combine will be 25 percent higher than the rate for Group VI.
2. New monthly base-pay rates for superintendents and engineering and technical workers of the Ostrava-Karvina region mines, based on the planned output of coal from the mines and sectors, shall go into effect as of 29 October 1951. The Ministry of Fuels and Power and the Ostrava-Karvina Region Combine shall approve, by 30 October 1951, the new basic salaries of superintendents and engineering and technical workers of the mines according to their qualifications and quality of work.
3. As of 29 October 1951, additional pay shall be authorized for leading and organizing working parties, depending on the size of the party; fulfillment of the party's monthly plan; and fulfillment of production norms by all members of the party.
4. Effective 29 October 1951, the following progressive wage scale shall prevail for underground workers in the mines of the Ostrava-Karvina region:
 - a. For workers eligible for the progressive wage according to the first scale, the progressive wage for exceeding the norm up to 20 percent shall be double the base pay per unit of production, (i. e., per ton of coal, etc.); and for exceeding the norm by more than 20 percent, it shall be triple the base pay per unit of production, beginning with the first percent of overfulfillment of the norm.

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b. For workers eligible to receive the progressive wage according to the second scale, the progressive wage for exceeding the norm up to 20 percent shall be $1\frac{1}{2}$ times the base pay per unit of production; for exceeding the norm by more than 20 percent, double the base pay per unit of production, beginning with the first percent of overfulfillment of the norm. The monthly achievement norm shall be determined by the full number of working days in a given month, after deduction of leave time, sick leave, and time off for fulfilling state and civic obligations. If a worker has worked more shifts than provided for by the calendar plan, his monthly achievement norm shall be the actual number of shifts worked, multiplied by the daily production norm.

In calculating the fulfillment of the achievement norm, the norms shall not be lowered because of time lost from work.

5. Bonuses for fulfilling and exceeding the monthly coal-output plan shall be payable as of 29 October 1951 to workers not included in the progressive wage system. Uninterrupted operation of the machines operated by the workers is a necessary condition for receiving bonuses.

6. As of 29 October 1951, bonuses for completing and exceeding the monthly coal-output plan shall be introduced for all engineers and technical workers of the Ostrava-Karvina mine region and for engineering and technical workers of enterprises and combines of the Ostrava-Karvina region whose work is connected with coal production. The payment of bonuses shall be carried out as follows: for completion of the monthly coal-output plan (for the planned number of working days), 100 percent of the monthly base pay; for exceeding the monthly coal-output plan (for the planned number of working days), 5 percent of the basic monthly pay for each percent of exceeding the plan.

1. Construction of Apartments and
Recruiting of Permanent Labor Forces

The Minister of the Building Industry (Slechta) shall construct 14,000 apartments in the Ostrava-Karvina coal region during 1952 - 1954 for the employees of the mines: 5,000 apartments in 1952, 5,000 in 1953, and 4,000 in 1954. At the time of construction of the apartment developments, stores, dining halls, movie theaters, and schools shall be built and streets and squares prepared and planted with trees.

The Minister of Forestry and Wood Industry (Smida) shall deliver to the Ostrava-Karvina Region Combine, by 1 April 1952, 1,000 collapsible wooden houses, completely equipped with utilities.

The Minister of Fuels and Power and the Director of the combine of the Ostrava-Karvina region (Sraier) shall assure the complete construction of these houses within 2 months following their delivery.

The Minister of Manpower (Havelka) shall hire:

1. Permanent workers for the mines of the Ostrava-Karvina region during 1952 - 1954 as follows:

	<u>1952</u>	<u>1953</u>	<u>1954</u>	<u>Total</u>
Through organized hiring of workers	4,000	2,200	1,500	7,700
From the ranks of 2-year apprentices	2,200	2,300	2,800	7,800
From the ranks of 6-month apprentices	1,500	2,000	1,500	5,000
Total	7,700	7,000	5,800	20,500

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2. Brigadiers for mines in the Ostrava-Karvina coal region, beginning 1 March 1952, for a period of 12 months.

The Ministry of Manpower is authorized to pay 2,400 crowns in a lump sum to all brigadiers who choose to work in the Ostrava-Karvina mines for one year and 6,000 crowns to those who choose to stay in the mines as permanent workers.

Mining apprentices who have completed the 2-year apprentice school must bind themselves to work at least 5 years in the mines, and those who completed the 6-month school, at least 3 years.

J. Improvement of Party and Mass Political Work

Each party member and candidate will receive a concrete assignment, the status of which will be periodically checked at party meetings.

In all pits, skeleton organizations shall be formed by individual region or by shift. Teams of ten (desitky) shall be set up in such a manner as to represent all the Communists from one working site.

To improve the composition of party organizations in the pits, the best miners and young workers shall be recruited systematically as candidates for membership in the party. The placement of Communists at work sectors shall be studied to assure that the majority of members of pit organizations work in key places for fulfilling the plan, i. e., in the stopes.

APPENDIX

A. Regulation Regarding the Payment of Bonuses to Workers and Engineering-Technical Employees of the Ostrava-Karvina Coal Mining Region
Workers

1. The following bonus payments shall be made to workers under the cyclical production system:

a. For fulfilling the monthly norm of cyclical activity at the coal face, 50 percent of the wage rate shall be paid for shifts worked during the month in the given coal face.

b. For exceeding the monthly norm of cyclical activity, 10 percent of the monthly wage rate shall be paid for each cycle above the established norm.

2. Bonuses for cyclical activity shall be paid to workers at the coal face as well as to workers engaged in preparatory and opening operations, provided that the monthly plan for preparatory and opening works is fulfilled. Workers engaged in preparatory and opening operations who receive a bonus for fulfilling the monthly norm will not receive bonuses for cyclical activity.

Locomotive operators who serve coal faces under the cyclical-activity system shall be paid bonuses if each face which they serve fulfills the plan. If some of the faces do not fulfill their norms, they shall receive only part of the bonus, according to the amount of coal carried out from those faces which have completed the monthly cyclical-activity norm.

Electromechanics and maintenance men, repairmen, mechanics at belt conveyers in the passages, and blasters at the faces shall receive bonuses at half rate for cyclical activity. Bonuses for cyclical activity shall be paid only to workers who fulfill their monthly output norms, and only on condition that the monthly coal-output plan of the face is fulfilled.

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Engineering and Technical Personnel

1. The following system of bonus payments for fulfilling and exceeding the monthly norms of cyclical activity is introduced for engineering and technical employees and for superintendents of sectors and pits:

a. By Sector

In all coal faces of the sector, the director of the sector, the sector mechanic, and the sector superintendent shall receive a bonus equal to 75 percent of their monthly base pay for fulfilling the cyclical-activity norm. For each cycle during which the monthly norm in a face is exceeded, these workers shall receive 10 percent of their monthly base pay, provided that all faces fulfill their monthly norm.

Superintendents serving one face shall be paid bonuses at the listed rate, according to the results achieved by the face. Coal faces may not be transferred to the cyclical-activity system if they adjoin a face not transferred to this system in the same sector.

b. By Mine

The director and chief engineer of the mine, their deputies and aides, the chief mechanic, his deputies and aides, those in charge of underground transportation and their aides, transportation master-workmen, those in charge of ventilation, and mine surveyors shall be paid the following bonuses, when all faces operated by the cyclical-activity system fulfill their monthly norms for cyclical activity: (1) 100 percent of the base pay when at least 75 percent of all faces of the mine are transferred to the cyclical-activity system; 50 percent of the base pay when at least 50 percent of all faces of the mine are operated by the cyclical-activity system; and (2) for exceeding the monthly norm of cyclical activity, the above-mentioned workers, directors, and engineering and technical employees shall be paid 10 percent of their base pay for each cycle by which the entire mine, on the average, exceeded the monthly norm.

B. Regulation Regarding the Payment of Bonuses to Workers, Superintendents, and Engineering and Technical Employees in Sectors, for Speeding Up Opening and Preparatory Operations

Bonus payments shall be made to workers engaged in preparatory and opening operations and capital improvements who fulfill their monthly norm, at the rate of 50 percent of the wage rate, calculated according to shifts worked during the month.

For exceeding the monthly norm in preparatory and opening operations, workers shall be paid 3 percent of the monthly wage rate for each percent by which the monthly norm was exceeded. The bonuses shall be paid only to workers who have fulfilled or exceeded their monthly production norms.

Bonuses shall be paid as follows to supervisors of sectors and superintendents who fulfill or exceed the monthly norm in preparatory and opening operations, only in sectors where there is no coal-output plan, but only preparatory or opening operations:

1. When the sector fulfills its monthly norms, on the average, for preparatory and opening operations, the sector supervisors, their aides, and superintendents shall receive bonuses equal to 100 percent of their basic monthly pay.

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2. For exceeding the monthly norms, they shall receive 5 percent for each percent by which the norm was exceeded.

Base Pay of Mine Technicians
(according to output in tons)

<u>Rank</u>	<u>Base Pay</u> (crowns)				
	<u>Up to</u> <u>500</u>	<u>500-</u> <u>1,000</u>	<u>1,000-</u> <u>1,500</u>	<u>1,500-</u> <u>2,000</u>	<u>over</u> <u>2,000</u>
Supervisor	16,000	18,000	20,000	25,000	30,000
Chief engineer	16,000	18,000	18,000	22,000	27,000
Deputy chief engineer	14,400	16,200	18,000	22,500	27,000
Chief mechanic, assistant to chief engineer	13,600	15,000	17,000	21,300	25,500
Chief surveyor, assistant to chief engineer	13,600	15,000	17,000	21,300	25,500
Assistant to chief engineer for determining norms of work and wages	13,600	15,000	17,000	21,300	25,500
Assistant to chief mechanic	11,500	12,800	14,500	18,000	21,800
Planner	13,600	15,000	17,000	21,300	25,500
Supervisor of ventilation	10,000	11,000	12,000	13,000	14,000
Mine dispatcher	12,500	14,000	16,000	20,500	24,000

Base Pay
(crowns)

<u>Sector Technical Workers</u>	<u>Up to</u> <u>200</u>	<u>200-</u> <u>300</u>	<u>300-</u> <u>400</u>	<u>over</u> <u>400</u>
Sector supervisor	14,000	15,000	17,000	19,000
Transportation supervisor	14,000	15,000	17,000	19,000
Superintendent in a seam over 0.65 m wide	11,000	12,000	13,000	14,000
Superintendent in a seam under 0.65 m wide	12,000	13,000	14,000	15,000
Assistant surveyor	8,000	10,500	12,500	15,000
Norm determiner	8,000	9,500	10,500	12,000
Explosives storekeeper	5,000	6,000	7,000	9,000

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